

**Central Sierra Regional Occupational Program  
Black Oak Mine Unified Section  
Rules and Regulations  
Certificated Salary Schedule  
Hourly Rate  
Effective July 1, 2013**

Step	2007-08 Rate	2013-14 Rate	Three Hour Equiv. 3 x 180=	Six Hour Equiv. 6 x 180=
<b>COLA =</b>		<b>3.75%</b>	540	1,080
1	\$ 30.06	\$ 31.19	\$ 16,843	\$ 33,685
2	31.95	33.15	17,901	35,802
3	33.86	35.13	18,970	37,940
4	35.90	37.25	20,115	40,230
5	37.63	39.04	21,082	42,163
6	38.55	40.00	21,600	43,200
7	39.46	40.94	22,108	44,215
8	40.40	41.92	22,637	45,274
9	41.32	42.87	23,150	46,300
10	42.30	43.89	23,701	47,401
11	43.26	44.88	24,235	48,470
12	45.12	46.81	25,277	50,555

<i>Adopted:</i>	<i>June 19, 1986</i>
<i>Revised:</i>	<i>November 5, 1987 COLA</i>
<i>Revised:</i>	<i>January 5, 1987 COLA</i>
<i>Revised:</i>	<i>November 16, 1989 COLA</i>
<i>Revised:</i>	<i>November 1, 1990 COLA</i>
<i>Revised:</i>	<i>December 14, 1995 2.73% COLA</i>
	<i>Stipend</i>
<i>Revised:</i>	<i>December 11, 1996 3.21% COLA</i>
<i>Revised:</i>	<i>December 10, 1997 2.65% COLA</i>
<i>Revised:</i>	<i>December 9, 1998 2.18% COLA</i>
<i>Revised:</i>	<i>December 8, 1999 1.41% COLA</i>
<i>Revised:</i>	<i>December 13, 2000 3.17% COLA</i>
<i>Revised:</i>	<i>December 13, 2001 3.87% COLA</i>
<i>Revised:</i>	<i>December 12, 2003 No COLA, elements/other</i>
<i>Revised:</i>	<i>January 13, 2005 2.41% COLA, Elements</i>
<i>Revised:</i>	<i>December 14, 2005 4.23 % COLA</i>
<i>Revised:</i>	<i>December 13, 2006 5.92 % COLA</i>
<i>Revised:</i>	<i>December 12, 2007 4.53% COLA</i>
<i>Revised:</i>	<i>March 6, 2014 3.75% COLA</i>
<i>Revised:</i>	<i>June 12, 2014 elements - benefits cap</i>

**Central Sierra Salary Schedule**  
**Black Oak Mine Unified Section**  
**2013-14 ELEMENTS**

1. **Sick Leave** is accumulated on the basis of one day per month.

2. **Benefit Program:**  
**Medical Insurance:** Provide by California's Valued Trust

**Dental Insurance:**  
Delta Dental 100% Family

**Vision:**  
Vision Service Plan 100% Family

**Other Benefits:**  
Employee Assistance Program (EAP) 100% Family  
Section 125 Plan Optional

Employer contribution for medical coverage is: \$800.00 per month  
prorated by FTE.

Employees are subject to the employer portion of all insurances prorated on the basis of FTE converted to hours per week. Employees with less than 20 hours per week do not qualify for benefit coverage.

3. **Certificated Salary Schedule Placement:**

Initial placement on the salary schedule shall be based upon the point system listed below. The total points from the three sections will determine the placement on the salary schedule.

I. Education Factor	<u>*Points</u>	
<u>Applicable Academic Preparation</u>	<u>Related</u>	<u>Non-Related</u>
High school diploma or equivalent	1	1
One year college	2	1
Two years or Associate of Arts Degree	4	2
Three years college	6	3
Bachelor's Degree of 120 units	8	4
Master's Degree or 30 units beyond Bachelor's	10	5

\* Points shall be assigned when transcripts have been examined and approved by the Director.

II. Related Trade Experience Factor	<u>Points</u>
<u>Related Trade Experience</u>	
Minimum 2 years	1
3 to 5 years	3
6 to 8 years	6
9 to 11 years	8
12 years or more	10

III. Teaching Experience Factor	<u>Points</u>
<u>Related Teaching Experience</u>	
None	0
1 year	2
2 years	4
3 years	6
4 years	8
5 years or more	10

Sum of points from Factor I, II, and III determine the starting step on the certificated salary schedule.

Step 1	0-9
Step 2	10-15
Step 3	16-20
Step 4	21-25
Step 5	26-30

4. Certificated Salary Schedule Movement:

a. Upon receiving a satisfactory or better evaluation, annual step increases will be granted to teachers who taught at least seventy-five percent (75%) of the previous school year, exclusive of the summer term.

b. Fifteen units of college or university training from an accredited school may be applied toward a step increase. Units earned for salary advancement are approved by the Director.

i. Fifteen units of college or university training or the equivalent in “continuing education hours.” Must be completed before an employee will be allowed to advance beyond step seven.

ii. “Continuing Education Hours” will be counted at 10% of the actual hours of attendance based upon written verification. Prior approval is required by the Director.

iii. Teachers must notify the Director’s Office by June 1<sup>st</sup> if they anticipate completing college work prior to September 1<sup>st</sup> that would involve a step change on the salary schedule. A transcript or official grade card or other official verification of course completion must be given to the Director by September 1<sup>st</sup> to verify all such work.

c. After three years experience with the Central Sierra ROP a minimum of forty (40) hours of related on-the-job experience may be applied to a step advancement. This training must be verified by letter from the employer. This process may be repeated every three years. Prior approval is required by the Director.

i. Forty or more hours of related on-the-job experience must be completed before an employee will be allowed to advance beyond step seven.

<i>Board Approval:</i>	<i>June 12, 2014 (benefits cap to \$9600 or \$800/12 mo)</i>
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<i>Board Approval</i>	<i>December 12, 2003</i>
<i>Board Approval</i>	<i>January 13, 2005 (no changes)</i>
<i>Board Approval</i>	<i>December 14, 2005 (no changes)</i>
<i>Board Approval:</i>	<i>December 13, 2006 (format changes only)</i>
<i>Board Approval :</i>	<i>March 14, 2007 (elements 3 and 4 added to restore language)</i>
<i>Board Approval:</i>	<i>December 12, 2007 (no changes)</i>
<i>Board Approval:</i>	<i>March 6, 2014 (no changes)</i>
<i>Board Approval:</i>	<i>June 12, 2014 (benefits cap to \$9600 or \$800/12 mo)</i>